

1 AMENDMENT TO HOUSE BILL 3772

2 AMENDMENT NO. _____. Amend House Bill 3772, AS AMENDED,
3 in Section 5, by replacing Sec. 1.5 with the following:

4 "(745 ILCS 5/1.5 new)

5 Sec. 1.5. Exceptions; State employees.

6 (a) An employee, former employee, or prospective
7 employee of the State who is aggrieved by any conduct or
8 action or inaction of the State that would constitute a
9 violation of the Age Discrimination in Employment Act of
10 1967, 29 U.S.C. 621 et seq., as amended, if committed by an
11 employer covered by that Act may bring an action under the
12 Age Discrimination in Employment Act of 1967 against the
13 State.

14 (b) An employee of the State who is aggrieved by any
15 conduct or action or inaction of the State that would
16 constitute a violation of the Fair Labor Standards Act of
17 1938, 29 U.S.C. 201 et seq., as amended, if committed by an
18 employer covered by that Act may bring an action under the
19 Fair Labor Standards Act of 1938 against the State.

20 (c) An employee, former employee, or prospective
21 employee of the State who is aggrieved by any conduct or
22 action or inaction of the State that would constitute a
23 violation of the Family and Medical Leave Act, 29 U.S.C. 2601

1 et seq., as amended, if committed by an employer covered by
2 that Act may bring an action under the Family and Medical
3 Leave Act against the State.

4 (d) An employee, former employee, or prospective
5 employee of the State who is aggrieved by any conduct or
6 action or inaction of the State that would constitute a
7 violation of the Americans with Disabilities Act of 1990, 42
8 U.S.C. 12101 et seq., as amended, if committed by an employer
9 covered by that Act may bring an action under the Americans
10 with Disabilities Act of 1990 against the State.

11 (e) An employee, former employee, or prospective
12 employee of the State who is aggrieved by any conduct or
13 action or inaction of the State that would constitute a
14 violation of Title VII of the Civil Rights Act of 1964, 42
15 U.S.C. 2000e et seq., as amended, if committed by an employer
16 covered by that Act may bring an action under Title VII of
17 the Civil Rights Act of 1964 against the State."